

**USA Archery**  
**March Board of Directors**  
**Meeting Minutes**  
Wednesday, May 13th, 2020  
GoToMeeting Call

**I. Welcome**

Chair Julio Mazzoli opened the video conference meeting at 11:32 a.m. M.T. on Thursday, May 13, 2020 and welcomed Board members.

**II. Roll Call**

The following USA Archery Board members were present: Chair Julio Mazzoli, Bruce Cull, Mike Cullumber, Brady Ellison, Dee Falks, Rob Kaufhold, E.G. LeBre, Jennifer Rottenberg, John Stover and Reo Wilde.

The following USA Archery Staff were present: CEO Rod Menzer, Director of Finance and Operations Cindy Clark and Chief of Sport Performance and Organizational Development Mary Emmons.

**III. Review of Agenda for Board Member Potential Conflict of Interest**

Director John Stover will excuse himself from voting on the Paralympic Games and Para USAT selection procedures.

**IV. Organization Updates**

- a) **Key Dashboard Items**-CEO Menzer provided an update on dashboard items highlighting those varying from the 2020 budget. Membership is currently 1580 members down from the February 2020 high of 22,838. While the 2020 budget projected a membership increase of 5% from end of 2019, membership is currently down 800 members compared to the end of last year. It is hoped this decline will change as events are able to be held. Club memberships are down 83 clubs from the high of 1003 in February 2020. Certified Instructor/Coach numbers are also down 4,408 (22,054) from the 26,462 high in February 2020. As the organization loses instructors, certification packet sales will also decrease. Discussion was held about possible revenue generators.
- b) **PPP loan**- CEO Menzer expressed appreciation for the support of the Board to quickly authorize the opening of new bank accounts via the resolution approved April 24<sup>th</sup> via e-mail and signed by Chair Julio Mazzoli. Discussion was held regarding CEO authorization of average monthly payrolls but that extraordinary variances should require Chair approval.

*Motion was made that the CEO is authorized to approve payrolls which are to be excluded from the \$50,000 expense threshold requiring Chair approval; Chair approval is required for payroll expense variance in excess of 10% of the monthly payroll budget. Motion was seconded and passed with all in favor.*

- c) **Guidance on Safe Return to Training for Archery**- A link to the USA Archery website page providing guidance on the safe return to training for archery was provided to Board members.

**V. Bylaws and Policies**

- a) **Bylaws-AAC/Para AAC Election Updates**- Updates to the USA Archery Bylaws were

presented to the Board for consideration as follows:

- Section 9.4 updates to clarify that athletes on all USA Archery Committees and Task Forces, including the athlete representatives who meet the standards set forth in Section 8.8.3 of the USOPC's Bylaws, can be selected by the Board of Directors.
- Section 9.8 updates to add failure to complete and/or keep current background screening, SafeSport training and/or provide conflict of interest disclosure documents and Code of Conduct assurance within 30 days of request as reasons for Committee and Task Force member removal for cause upon the affirmative vote of at least two-thirds of the total voting power of the Board.
- Section 9.10 updates to clarify athlete representative selection for the Nominating and Governance Committee by adding the language "as selected by the Board of Directors, which includes athlete representatives who meet the standards set forth in the USOPC's Bylaws Section 8.8.3".
- Section 10.2 updates stating that the annual USAA Assembly shall "normally" be held in conjunction with USAA's National Championships.
- Section 11.3 updates to state that the recurve athlete election to the Athlete Advisory Council shall take place at the end of the Quad for which the Summer Olympic Games are scheduled but prior to January 1 of the following year.
- Section 11.13 updates to state that the elections for the three recurve positions for the Para AAC will occur at the end of the Quad for which the Summer Paralympic Games are scheduled, but prior to January 1 of the following year; and to further state that the elections for the three compound positions and one military veteran position will be held two years following the recurve athlete elections.

*Motion was made to accept the Bylaws changes as written; motion was seconded and approved with all in favor.*

b) **Board of Justice Hearing Procedures-** Suggested edits were brought to the Board for review which consolidated the oath language and added clarification of the joint and severable language.

*Motion was made to approve the Board of Justice hearing procedures as presented; motion was seconded and passed with all in favor.*

c) **International Event Participation Policy-** the submitted update to the international event participation policy added refund language to clarify the cancellation and refund section of the policy.

*Motion was made to accept the update made to the International Event Participation Policy as written; motion was seconded and passed with one Board member recusing himself, citing a potential conflict of interest.*

d) **Personal Coach Policy-** Submitted edits to the policy added refund language for the \$200 fee/cancellation.

*Motion was made to accept the edits as written; motion was seconded and passed with one Board member recusing himself, citing a potential conflict of interest.*

e) **Able Body Athlete Support Programs-** The submitted updated Addendum A changed the funded event locations to "TBD" in order to keep up with the ever-changing event schedule.

*Motion was made to approve the updates to Addendum A; motion was seconded and passed with all in favor.*

f) **Para Athlete Support Programs-** Edits included updates to International Event Funding

and an updated Addendum A.

***Motion was made to accept the edits as written; motion was seconded and approved with all in favor.***

## **VI. Selection Procedures**

a) ***Paralympic Games Staff***- Proposed edits to the procedures were made due to update nomination dates due to the postponement of the 2020 Paralympic Games. Discussion was held regarding recusal due to potential conflicts of interest.

***Motion was made to approve the edits to the Paralympic Staff Selection Procedures; motion was seconded and passed. Two Board members recused themselves from the vote, citing potential conflicts of interest.***

Further edits were proposed to update the selection committee.

***Motion was also made to accept the addition of the Chief of Sport Performance to the selection committee; motion was seconded and passed with one Board member recusing himself, citing a potential conflict of interest.***

b) ***Olympic Games Staff***- Edits were proposed to the Olympic Staff Selection Procedures to update the selection committee to include the Chief of Sport Performance and nomination dates to accommodate the postponement of the Olympic Games.

***Motion was made to accept the proposed changes to the Olympic Staff Selection Procedure; motion was seconded and passed with none opposed. One Board member recused himself, citing a potential conflict of interest.***

c) ***World Games***- The World Games Selection Procedures will be updated and brought to the Board for approval at a later date due to the postponement of the World Games to 2022.

d) ***World Cup Selection Procedures***- USA Archery will update accept/decline dates for 2020 World Cup Teams (and other events rescheduled in 2020). World Cup 2 will now be funded due to the cancellation of World Cup 3.

e) ***USAT and Para USAT Selection Procedures***- USAA Chief of Sport Performance Mary Emmons outlined actions taken to determine the updates to these selection procedures. USAT Selection Procedures:

The AAC queried a large majority of athletes and USAA determined a step-down approach to selection procedures would be best based on potential event cancellations.

- Senior USAT:

- National Outdoor Target will not be mandatory
- If all USAT events are held in 2020, there will be no change to the procedures and four events will be required to select the team.
- If only four USAT events are held in 2020, three events will be required to be named to the team
- If only three USAT events are held in 2020, three events will be required to be named to the team.
- If two or less USAT events are held in 2020, the USAT team for 2021 will be based off the national ranking system (NRS) as of 12/31/19.
- International event bonus points will fall off per the procedures as normal.
- A handout for 2021 benefits evaluation was made available.

***Motion was made to accept the Senior USAT Proposed Selection Procedures; Motion was seconded and passed with two Board members recusing themselves, citing potential conflicts of interest.***

- Junior USAT/Cadet USAT:

Two options were proposed for consideration along with 2021 benefits evaluation

noting that freezing is difficult because some athletes will age out. Option 1 for each Junior and Cadet USAT states that JOAD National Target will not be mandatory, and if three or more USAT events are held in 2020 there will be no change to the selection procedures.

***Motion was made to accept the Junior and USAT cadet proposed procedures as proposed in Option 1 with Senior USAT wording; motion was seconded and passed with all in favor.***

- Para USAT:

Para USAT will be frozen as of 12/31/19 and athletes will have no option to earn rank toward the 2021 team. The Para AAC expressed that all athletes surveyed with the exception of one were in support of this decision. The 2021 benefits evaluation was also presented.

***Motion was made to accept the Para proposed selection procedures; motion was seconded and passed with all in favor.***

- Barebow USAT:

Four options were presented for consideration as well as the 2021 benefits evaluation.

***Motion was made to accept the Barebow USAT procedures as submitted with changes to make the procedure consistent with the other USAT procedures; motion was seconded and passed with all in favor.***

- Master USAT:

Two options were presented for review as well as the 2021 benefits evaluation.

***Motion was made to accept Master USAT selection procedures to be consistent with other USAT selection procedures; motion was seconded and passed with all in favor.***

## **VII. Events Update**

CEO Menzer provided an update on the status of events:

- ***JOAD Target Nationals***- USA Archery issued a survey to gauge athlete/parent feedback on event participation in July or September 2020. New return to play guidelines (previously provided to Board members) were prepared for this and other events. The guidelines provide direction for reducing exposure and spread of COVID19. Discussion was held on projected participation levels and the potential loss of running the event. Board members raised the option to move the date to combine the JOAD Target Nationals with Outdoor Target Nationals scheduled to take place in Virginia. Mr. Menzer will look at whether this would be feasible to combine the events and will come back to the Board if JOAD Target Nationals cannot be moved.
- ***2020 Indoor Final***- USAA staff are still looking at opportunities to hold the event or cancelling the event and prize money be distributed based on final placement in the national championships.

## **VIII. Adjournment of Meeting**

Mr. Mazzoli thanked the Board for their participation and adjourned the meeting at 2:38 p.m. M.T.

*Minutes were approved by the Board of Directors on December 5, 2020*